

EXTRACT FROM STAFFING POLICY COMMITTEE – 9TH JANUARY 2019

6 Pay Policy Statement

The Committee received a report setting out an updated Pay Policy Statement for the financial year 2019/2020 for approval, prior to agreement by Council and publication on the Council's website.

It was reported that under Chapter 8 of the Localism Act 2011 every local authority must prepare a pay policy statement for every financial year. Wiltshire Council originally published its pay policy statement in February 2012 and the updated policy was now required to be published on the Council's website by 1 April 2019.

The policy had been updated to include a revised introduction providing an update on the Council's progress with apprenticeships as well as an overview of the new pay and grading model which had been subject to a collective agreement with the recognised trade unions and which would be implemented on 1 April 2019. Other updates included:-

- An amendment to cap annual pay awards for HAY graded staff in line with the NJC pay award unless market pay data identified a significant drift or where there were difficulties in the recruitment and retention of staff in these grades.
- A change to the redeployment procedure to include in exceptional circumstances where there was a national shortage of skills in a particular role.
- An updated total number of council employees and the latest pay ratios.

The Committee discussed the updated policy and in particular was pleased to note the Council's progress with apprenticeships.

Resolved:

To approve the draft policy to be presented at Full Council on 26 February 2019.